

Department of DOC-Clarinda (248) Facts – FY '08

<http://www.doc.state.ia.us/>

General Information

Address: 2000 N. 16th Street, Box 1338
Clarinda, IA 51632



Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 293	# PT EEs: 0	# Temporary EEs: 20	Average Length of Service: 11.97
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Span of Control: 10.86	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	113	<25	0	45-54	14	# of Females:	98	# of Males:	195
25-34	44	55-64	58	25-34	0	55-64	6	% of WF:	33.45%	% of WF:	66.55%
35-44	67	65+	9	35-44	8	65+	0	Average Age:	48.48	Average Age:	46.18
Employee Average Age: 46.95				Supervisor Average Age: 49.72				Average Length of Service: 11.20		Average Length of Service: 12.36	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	0	# of Non-minorities:	275
% of Workforce:	2.39%	# of Asian:	2	% of Workforce:	93.86%
Average Age:	44.66	# of American Indian:	3	Average Age:	46.77
Average Length of Service:	11.43	# of Hispanic or Latino:	2	Average Length of Service:	12.15

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	227
% of Workforce:	6.48%	% of Workforce:	77.47%
Average Age:	51.76	Average Age:	46.70
Average Length of Service:	19.59	Average Length of Service:	10.96

Officials/Administrators EEO Category 1: 29	Professionals EEO Category 2: 46	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 178
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 18	Skilled Craft EEO Category 7: 16	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A
Retirements: 9	All Terminations: 2	Voluntary Quits: 5	Transfer Out: N/A

# of Classes Used: 48	Most Populous Classes: Correctional Officer (150), Correctional Food Serv Coord (18), Registered Nurse (13)		
Separations - By Class:	Correctional Officer (9), Correctional Food Serv Coord (2), 5 classes with 1 incumbent each		
# Eligible for Retirement:	55 in the next 5 years	% Eligible: 18.77%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$35,654.98	Sick Leave Payouts: \$13,249.53	Annual Payroll: \$15,926,772.02	Avg. Base Salary: \$49,147	Overtime Days Worked: 3,146.2
Overtime Cost: \$833,001.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$38,931.20	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$34,099.15	Vacation Pay - Earned Value: \$1,114,100.16	Vacation Days Earned: 5,768.2	Vacation Used Expense: \$1,092,541.64	Vacation Days Taken: 5,629.8
Workers' Comp Days Used: 385	Sick Leave Days Earned: 5,038.5	Reg. Sick Leave Used Expense: \$695,315.21	Reg. Sick Leave Days Used: 3,690.3	Converted Sick Leave To Vacation Days Used: 274.5
	Sick Leave -Earned Value: \$912,376.01		Avg. Sick Leave Days Per EE: 12.59	Converted Sick Leave To Vacation Used Expense: \$53,281.88
Injury Leave Used Expense: \$1,641.08	Injury Leave Days Used: 8.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 5 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$35,548.18	Funeral Days Used: 196.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$955.56	Jury Leave Days Used: 4.1	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 5, 2009